



GENERAL SERVICES ADMINISTRATION  
Federal Supply Schedule  
Authorized Federal Supply Schedule Pricelist

Schedule, Title, and Class: Financial and Business Solutions (FABS),  
Schedule No. 520, Industrial Group No. 520.

FSC Group: 520, SIN: 520-11  
SIN: 520-22

Contract Number: GS-23F-0408K

Contract Period: September 6, 2010 to September 5, 2015. With one  
additional five-year option.

Contractor's Name, Address, and Phone Number:

Haynes, Inc.

3701 Pender Dr., Suite 250

Fairfax, VA 22030

703-273-2354

703-273-5080 (FAX)

Main Contact Person: Aggrey R. Haynes, President,  
ahaynes@haynesinc.com

Secondary Contact Person: Robert W. Reiley, Chief Financial Officer,  
rreiley@haynesinc.com

Business Type: Minority Owned.

Prices Listed Herein are Net (Discount Deducted).

For more information on ordering from Federal Supply Schedules click on the FSS  
Schedules button at <http://www.fss.gsa.gov>.

On-line access to contract ordering information, terms and conditions, up-to-date pricing,  
and the option to create an electronic delivery order are available through GSA  
Advantage! TM, a menu-driven database system. The INTERNET address for GSA  
Advantage! TM is: <http://www.fss.gsa.gov>.

## CUSTOMER INFORMATION:

### 1a) Table of Awarded Special Item Number SIN(s):

520-11 Accounting

520-22 Grants Management

### 1b) Awarded Prices: See Attached Pages 15 to 20 for Labor Categories and Hourly Rates.

### 1c) Labor Category Descriptions:

Labor Category: Project Manager

Minimum/General Experience: Ten (10) years of relevant experience.

Functional Responsibility: Responsible for the management of all aspects of the project.

Organizes and directs the overall performance of the contract. Interacts with management personnel assigned to the engagement and is responsible for decisions made with respect to any technical or administrative matters encountered. Responsible for primary coordination with the client.

Minimum Education: Bachelor's Degree.

Five (5) additional years of experience can be substituted for degree.

Labor Category: Subject Matter Expert

Minimum/General Experience: Ten (10) years experience in relevant discipline(s) or area(s) of expertise. Possible areas of expertise include but are not limited to systems design, information technology, information analysis, contract management, quality assurance, test and evaluation, industrial processes, acquisition management, financial analysis, financial management, cost estimating/analysis, budgeting and performance measurement. Experience in isolating, and resolving problems. Ability to explain issues to others in a manner that facilitates informed decision making. May include experience in evaluating, developing and/or analyzing information systems (IS) or information technology (IT). Experience in financial analysis and management, cost estimating and analysis, budgeting and performance measurement.

Functional Responsibility: Plans and executes complex tasks, projects and programs relevant to subject matter expertise. Leads the effort of others when required. Reduces complex issues to practical recommended options. Explains recommendations to decision-makers in terms that permit decisions. Takes action on decisions when tasked. Performs studies and analyses on subjects within the scope of work. Performs EDP tasks related to the financial operation. Analyzes business and/or operating procedures and recommends efficiencies and synergies.

Minimum Education: Not Applicable.

Labor Category: Partner/Principal

Minimum/General Experience: Ten (10) years of experience in relevant engagement.

Functional Responsibility: Organizes and directs the overall performance of the contract.

Interacts with management personnel assigned to the engagement and is responsible for decisions made with respect to any technical or administrative matters encountered.

Approves the engagement planning and is responsible for the approval of the final report.

Minimum Education: Bachelor's Degree.

CPA can be substituted for degree.

Labor Category: Sr. Consultant Grants

Minimum/General Experience: Ten (10) years experience in relevant discipline(s) or area(s) of expertise.

Functional Responsibility: Manage subordinate consultants and analysts. Perform process reviews, and advise on preparation of grant proposals and reports. Solve complex grants accounting and financial problems. Advise on managerial grant issues. Advise on grantor operating processes for evaluating grants using a variety of processes, including panel, questionnaires, on-line input, and distributed teams.

Establish and analyze budgets and indirect costs for grant program and grant management offices. Control decentralized operations. Analyze grant proposals, and identify relevant costs and risks in grant approval. Advise on grant approval decisions using a variety of management tools, including net present value. Analyze grantee financial statements.

Advise on grantee financial accounting issues. Perform transaction analysis. Perform risk analysis for grant proposals, including operations and financial forecasting.

Recommend process improvements for grant making operations. Review, prepare and present written and oral reports on grant programs and grant making processes. Minimum Education: Bachelor's Degree.

Two (2) additional years of experience can be substituted for degree.

Labor Category: Consultant Grants

Minimum/General Experience: Eight (8) years experience in relevant discipline(s) or area(s) of expertise.

Functional Responsibility: Perform process reviews, and advise on preparation of grant proposals and reports. Solve complex grants accounting and financial problems. Analyze grantor operating processes for evaluating grants using a variety of processes, including panel, questionnaires, on-line input, and distributed teams. Analyze budgets and indirect costs for grant program and grant management offices. Interview grant program and grant management staff to gather data for process analysis. Analyze grant proposals, and identify relevant costs in grant approval. Analyze grant approval decisions using a variety of management tools, including net present value. Analyze grantee financial statements. Advise on grantee financial accounting issues. Perform transaction analysis. Perform risk analysis for grant proposals, including operations and financial forecasting. Prepare written reports on grant programs and grant making processes. Make oral reports on findings and analyses.

Minimum Education: Bachelor's Degree.

Two (2) additional years of experience can be substituted for degree.

Labor Category: Principal Consultant

Minimum/General Experience: Eight (8) years experience in specific specialty.

Functional Responsibility: Perform special studies to improve accounting operations, resolve accounting issues, and assess or enhance accounting internal controls. Performs EDP tasks related to accounting. Analyzes business or operating procedures to devise the most efficient method to accomplish the work. Considered an “expert” in his or her specific field. Uses in-depth problem solving ability, requiring cross-functional integration. Keeps abreast of all trends in government and industry in his or her related field.

Minimum Education: Degree in related field.

Two (2) additional years of experience can be substituted for degree.

Labor Category: Senior Manager

Minimum/General Experience: Five (5) years relevant experience.

Functional Responsibility: Top – Level manager. Supervises engagements. Manages all aspects of highly complex projects. Has effective writing skills. Has experience managing Financial and Accounting projects within civilian and DOD agencies. Has experience managing front line accounting staff and the ability to communicate and interface with government management and staff. Conducts on-site quality control inspections.

Minimum Education: Bachelor’s degree in accounting or related field. Certifications are preferred.

Five (5) additional years of experience can be substituted for degree.

Labor Category: Sr. Analyst Grants

Minimum/General Experience: Eight (8) years experience in relevant discipline(s) or area(s) of expertise.

Functional Responsibility: Manage subordinate consultants. Solve complex grants accounting and financial problems. Advise on grantor operating processes for evaluating grants using a variety of processes, including panel, questionnaires, on-line input, and distributed teams. Establish and analyze budgets and indirect costs for grant program and grant management offices. Analyze grant proposals, and identify relevant costs in grant approval. Analyze grantee financial statements. Advise on grantee financial accounting issues. Perform risk analysis for grant proposals, including operations and financial forecasting. Review, prepare and present written and oral reports on grant programs and grant making processes.

Minimum Education: Bachelor’s Degree.

Two (2) additional years of experience can be substituted for degree.

Labor Category: Manager

Minimum/General Experience: Five (5) years relevant experience.

Functional Responsibility: Supervises the small engagements and is responsible for the implementation of procedures to be followed relative to the project plan. Has effective writing skills. Is responsible for drafting engagement report prior to its submission for approval. Assumes responsibility for the coordination of subordinate activities. Conducts on-site quality control inspections.

Minimum Education: Bachelor's degree in accounting or related field. Certifications are preferred.

Four (4) additional years of experience can be substituted for degree.

Labor Category: On-Site Supervisor

Minimum/General Experience: Eight (8) years experience in relevant discipline(s) or area(s) of expertise.

Functional Responsibility: Supervises all on-site personnel assigned to an engagement and is responsible for the implementation of procedures to be followed relative to the project plan. Has effective writing skills. Assumes responsibility for the coordination of subordinate activities. Conducts on-site quality control inspections. Responsible for day to day communications with the client.

Minimum Education: Bachelor's Degree.

Two (2) additional years of experience can be substituted for degree.

Labor Category: Senior Consultant

Minimum/General Experience: Five (5) years experience in specific specialty.

Functional Responsibility: Exhibits broad and detailed understanding of all aspects of the project and functional area. Perform special studies to improve accounting operations, resolve accounting issues, and assess or enhance accounting internal controls. Performs EDP tasks related to accounting. Analyzes business or operating procedures to devise the most efficient method to accomplish the work.

Minimum Education: Bachelor's Degree.

Two (2) additional years of experience can be substituted for degree.

Labor Category: Senior Accountant

Minimum/General Experience: Eight (8) years of relevant experience.

Functional Responsibility: Perform audits, prepare/reconcile ledgers, prepare financial statements. Manage subordinate accountants. Solve complex accounting and financial problems. Advise on managerial accounting issues. Perform job order costing and process costing analysis. Establish cost-volume-profit relationships. Perform profit planning. Analyze standard costs. Establish and analyze flexible budgets and indirect costs. Control decentralized operations. Price products and services. Identify relevant costs in decision making. Advise on capital budgeting decisions. Advise on investment decisions using net present value. Allocate costs to departments. Analyze financial statements. Advise on financial accounting issues. Perform transaction analysis. Value inventories. Analyze the utilization and retirement of operating assets. Evaluate earnings per share. Prepare, account for, and advise on income taxes. Account for leases. Account for pensions and other post employment benefits. Analyze the impact of changing prices. Analyze and prepare consolidated financial statements. Translate foreign currency transactions. Account for partnerships and other business entities. Account for Government and Nonprofit Organizations. Perform financial forecasting. Analyze the financing decision. Use discounted cash flow techniques. Perform cash management.

Minimum Education: Bachelor's Degree in Accounting.

CPA can be substituted for experience.

CPA, CMA, or MBA or Two (2) additional years of experience can be substituted for degree.

Labor Category: Analyst

Minimum/General Experience: Three (3) years experience in specific specialty.

Functional Responsibility: Performs analysis and related tasks; gathers and analyzes information. Designs and modifies systems to accomplish desired operations; tests system accuracy and verifies design through the preparation of sample tests data and the execution of free – play and formal tests, prepares flowcharts, diagrams and prepares other required documentation.

Minimum Education: Bachelor's Degree.

Two (2) additional years of experience can be substituted for degree.

Labor Category: Sr. Grants Specialist

Minimum/General Experience: Six (6) years experience in relevant discipline(s) or area(s) of expertise.

Functional Responsibility: Performs initial comprehensive cost analysis on approved grant applications to ensure compliance. Verifies Indirect Cost Rate Agreements, and evaluate specific elements of cost for necessity, and reasonableness. Prepares written recommendations for Grants Officer based on analysis of cost data. Contacts grantees when necessary to request missing or additional supporting documentation for proposed costs and revised budgets. Ensures grantee has been approved for funding. Reviews continuation grant file to ensure approval has been obtained prior to award. Reviews and analyzes grantees post-award requests to ensure conformance with procedures.

Coordinates review of grantee requests with appropriate program official; prepares documentation to formalize requested post-award action. Reviews and Analyzes the financial status submitted by grantees to ensure progress on awarded grant is adequate and funds are being spent in compliance with applicable cost principles and terms of grant award. Performs additional technical pre-award and post-award grant related activities as requested. Compiles relevant grant information for analysis in preparation for risk management assessment. Develops a plan to mitigate risk including identifying the need for technical assistance.

Minimum Education: Bachelor's Degree.

Two (2) additional years of experience can be substituted for degree.

Labor Category: Lead Program Specialist

Minimum/General Experience: Six (6) years experience in relevant discipline(s) or area(s) of expertise.

Functional Responsibility: Review and analyze grant applications for continuation, supplemental and facilities grants compliance. Analyze refunding and supplemental grant applications. Obtain clarification and negotiate changes with grantees, and prepare negotiation sheet and grant award. Provide technical assistance to grantees. Monitor ongoing performance of grantees. Provide assistance to grantees on corrective action activities. Support enforcement actions. Provide technical assistance and guidance to new grantee(s) during transition from interim grantee. Review and evaluate technical assistance plans. Analyze multiple sources of data to identify performance trends and best practices; propose areas/strategies for improvement and training/technical assistance for grantees. Promote the goals, priorities and initiatives, of the Grant Office. Ensure the effective and timely completion of the Risk Management Process for all assigned Grantees. Provide leadership in functional areas. Oversee subordinate Program Specialists.

Minimum Education: Bachelor's Degree.

Two (2) additional years of experience can be substituted for degree.

Labor Category: Staff Accountant

Minimum/General Experience: Five (5) years of relevant experience.

Functional Responsibility: Perform audits, prepare and reconcile ledgers, prepare financial statements. Manage subordinate accountants. Solve accounting and financial problems. Advise on managerial accounting issues. Perform job order costing and process costing analysis. Establish cost-volume-profit relationships. Profit planning. Analyze standard costs. Establish and analyze flexible budgets and indirect costs. Control decentralized operations. Price products and services. Identify relevant costs in decision making. Advise on capital budgeting decisions. Advise on investment decisions using net present value. Allocate costs to financial accounting issues. Analyze transactions. Assist with valuation of inventories. Evaluate earnings per share. Prepare, account for, and advise on income taxes. Account for leases.

Minimum Education: Bachelor's degree in accounting.

CPA can be substituted for experience.

CPA, CMA, or MBA or Two (2) additional years of experience can be substituted for degree.

Labor Category: Sr. Audit Specialist

Minimum/General Experience: Five (5) years experience in relevant discipline(s) or area(s) of expertise.

Functional Responsibility: Examines audit report financial information for compliance with audit requirements to ensure results are achieved and Federal resources are properly safeguarded and expended. Performs a variety of technical financial related analysis designed to ensure timely and effective actions are taken to establish final resolution of any monetary and management findings contained in audit reports. Prepares all necessary documentation for fully resolve all outstanding audit findings. Distributes audit resolution materials. Performs additional technical audit resolution activities as requested.

Minimum Education: Bachelor's Degree.

Two (2) additional years of experience can be substituted for degree.

Labor Category: Budget Analyst

Minimum/General Experience: Four (4) years experience in relevant discipline(s) or area(s) of expertise.

Functional Responsibility: Assist with, prepare and reconcile ledgers, assist with the preparation of financial statements. Assist with and solve client budgeting issues. Perform job order costing and process costing analysis. Analyze standard costs. Analyze flexible budgets and indirect costs. Prepare journal entries. Perform analysis of data entry and payment processing .

Supervise subordinate staff.

Minimum Education: Bachelor's Degree.

Two (2) additional years of experience can be substituted for degree.



Labor Category: Sr. Program Specialist

Minimum/General Experience: Four (4) years experience in relevant discipline(s) or area(s) of expertise.

Functional Responsibility: Review and analyze grant applications for continuation, supplemental and facilities grants compliance. Analyze refunding and supplemental grant applications. Obtain clarification and negotiate changes with grantees, and prepare negotiation sheet and grant award. Provide technical assistance to grantees. Monitor ongoing performance of grantees. Provide assistance to grantees on corrective action activities. Support enforcement actions. Review and evaluate technical assistance plans. Analyze multiple sources of data to identify performance trends and best practices; propose areas/strategies for improvement and training/technical assistance for grantees. Promote the goals, priorities and initiatives, of the Grant Office. Ensure the effective and timely completion of the Risk Management Process for all assigned Grantees. Oversee subordinate Program Specialists.

Minimum Education: Bachelor's Degree.

Two (2) additional years of experience can be substituted for degree.

Labor Category: Grants Specialist

Minimum/General Experience: Three (3) years experience in relevant discipline(s) or area(s) of expertise.

Functional Responsibility: Performs cost analysis on approved grant applications to ensure compliance. Verifies Indirect Cost Rate Agreements. Prepares written recommendations based on analysis of cost data. Contacts grantees when necessary to request missing or additional supporting documentation for proposed costs and revised budgets. Ensures grantee has been approved for funding. Reviews continuation grant file to ensure approval has been obtained prior to award. Reviews grantees post-award requests to ensure conformance with procedures. Reviews of grantee requests with appropriate program official; prepares documentation to formalize requested post-award action. Reviews and Analyzes the financial status submitted by grantees to ensure progress on awarded grant is adequate and funds are being spent in compliance with applicable cost principles and terms of grant award. Performs additional technical pre-award and post-award grant related activities as requested. Compiles relevant grant information for analysis in preparation for risk management assessment.

Minimum Education: Bachelor's Degree.

Two (2) additional years of experience can be substituted for degree.

Labor Category: Junior Analyst

Minimum / General Experience: Experience performing analysis tasks.

Functional Responsibility: Performs analysis and related tasks; gathers and analyzes information. Modifies systems; prepares sample test data and then executes formal tests; prepares flowcharts, diagrams and other required documentation .

Minimum Education: Bachelor's Degree.

Two (2) years of experience can be substituted for degree.

Labor Category: Grants Specialist/Closeout

Minimum/General Experience: Two (2) years experience in relevant discipline(s) or area(s) of expertise.

Functional Responsibility: Performs a variety of technical grant and financial related analysis to ensure that expired definite and indefinite grant files are accurately and timely closed in the Grants Administration, and any applicable computer systems

Minimum Education: Bachelor's Degree.

Two (2) additional years of experience can be substituted for degree.

Labor Category: Program Specialist

Minimum/General Experience: Three (3) years experience in relevant discipline(s) or area(s) of expertise.

Functional Responsibility: Review grant applications for continuation, supplemental and facilities grants compliance. Analyze refunding and supplemental grant applications. Provide technical assistance to grantees. Monitor ongoing performance of grantees. Provide assistance to grantees on corrective action activities. Support enforcement actions. Review and evaluate technical assistance plans. Analyze multiple sources of data to identify performance trends and best practices; propose areas/strategies for improvement and training/technical assistance for grantees. Promote the goals, priorities and initiatives, of the Grant Office. Ensure the effective and timely completion of the Risk Management Process for all assigned Grantees. Oversee subordinate Program Specialists.

Minimum Education: Bachelor's Degree.

Two (2) additional years of experience can be substituted for degree.

Labor Category: Logistical Support

Minimum/General Experience: One (1) year experience in relevant discipline(s) or area(s) of expertise.

Functional Responsibility: Performs a variety of technical and routine administrative related activities required to assist with performing complex analytical, coordinative, advisory, and consultative services on a wide range of program operations. Perform daily management of all requirements for logistical support activities.

Minimum Education: Bachelor's Degree.

One (1) additional year of experience can be substituted for degree.

Labor Category: Junior Accountant

Minimum/General Experience: Two (2) years of relevant experience.

Functional Responsibility: Assist with audits, prepare/reconcile ledgers, assist with the preparation of financial statements. Solve accounting and financial problems. Advise on managerial accounting issues. Perform job order costing and process costing analysis. Analyze standard costs. Analyze flexible budgets and indirect costs. Prepare journal entries. Perform analysis of data entry and payment processing .

Supervise Accounting Technicians.

Minimum Education: Bachelor's degree.

CPA can be substituted for experience.

CPA, CMA, or MBA or Two (2) additional years of experience can be substituted for degree.

Labor Category: Junior Program Specialist

Minimum/General Experience: One (1) year experience in relevant discipline(s) or area(s) of expertise.

Functional Responsibility: Review grant applications for continuation, supplemental and facilities grants compliance. Provide technical assistance to grantees. Monitor ongoing performance of grantees. Provide assistance to grantees on corrective action activities. Support enforcement actions. Review technical assistance plans. Promote the goals, priorities and initiatives, of the Grant Office.

Minimum Education: AA Degree.

Two (2) additional years of experience can be substituted for degree.

Labor Category: Jr. Grants Specialist

Minimum/General Experience: Two (2) years experience in relevant discipline(s) or area(s) of expertise.

Functional Responsibility: Assists with the preparation of written recommendations based on analysis of cost data. Contacts grantees when necessary to request missing or additional supporting documentation for proposed costs and revised budgets. Ensures grantee has been approved for funding. Reviews continuation grant file to ensure approval has been obtained prior to award. Reviews grantees post-award requests to ensure conformance with procedures. Reviews the financial status submitted by grantees to ensure progress on awarded grant is adequate and funds are being spent in compliance with applicable cost principles and terms of grant award. Performs additional technical pre-award and post-award grant related activities as requested.

Minimum Education: Bachelor's Degree.

Two (2) additional years of experience can be substituted for degree.

Labor Category: Accounting Technician

Minimum/General Experience: Knowledge in Accounting or Financial Management Concepts.

Functional Responsibility: Assist with audits, prepare/reconcile ledgers, assist with the preparation of financial statements. Solve accounting and financial problems. Advise on managerial accounting issues. Perform job order costing and process costing analysis. Analyze standard costs. Analyze flexible budgets and indirect costs. Prepare journal entries. Perform Data Entry and Payment Processing.

Minimum Education: High school degree or GED.

Labor Category: Administrative Assistant

Minimum/General Experience: Experience with administrative functions.

Functional Responsibility: Responsible for day-to-day administrative office operations needed on a task. Performs typing, proofreading, editing to correspondence and reports. Organizes and formats reports into final deliverables. Assists with graphics support of reports, briefings, and documentation. Assists with the production of training and user manuals. Performs other related duties as assigned. Note: The responsibilities of the Administrative Assistant are task related and are not associated with any corporate work that would normally fall under Overhead or General & Administrative.

Minimum Education: High School Diploma or GED.

2) Maximum Order: \$1,000,000.00 for all SINS

3) Minimum Order: \$300.00 for all SINS

4) Geographic Coverage (delivery area): Domestic and Overseas

5) Point(s) of Production: Fairfax (Fairfax County), VA

6) Discount from List Prices or Statement of Net Price: Negotiable, if services purchased will exceed the Maximum Order threshold.

7) Quantity Discounts: Not Applicable

8) Prompt Payment Terms: None, Net 30

9) Government purchase cards are accepted both above and below the micropurchase threshold.

10) Foreign items: Not Applicable

11a) Time of Delivery: 15 working days

- 11b) Expedited Delivery: Services are not available for expedited delivery.
- 11c) Overnight and 2-day Delivery: Services are not available for overnight and 2-day delivery.
- 11d) Urgent Requirements: The contract contains the "Urgent Requirements" clause. Purchasers can contact the Contractors Main or Secondary Contact Persons to potentially affect a faster delivery.
- 12) F.o.b Point(s): Destination
- 13) Ordering Address: Haynes, Inc., 3701 Pender Dr., Suite 250, Fairfax, VA, 22030
- 14) Payment Address: Haynes, Inc., 3701 Pender Dr., Suite 250, Fairfax, VA, 22030
- 15) Warranty Provision: Not Applicable
- 16) Export Packing Charges: Not Applicable
- 17) Terms and Conditions of Government Purchase Card Acceptance: Government Purchase Cards are accepted for all purchases.
- 18) Terms and Conditions or Rental, Maintenance, and Repair: Not Applicable
- 19) Terms and Conditions of Installation: Not Applicable
- 20) Terms and Conditions of Repair Parts Indicating Date of Parts Price Lists and any Discounts for List Prices: Not Applicable
- 20a) Terms and Conditions for any Other Services: Not Applicable
- 21) List of Service and Distribution Points: Not Applicable
- 22) List of Participating Dealers: Not Applicable
- 23) Preventive Maintenance: Not Applicable

24a) Environmental Attributes: Not Applicable

24b) Section 508 Compliance: Not Applicable

25) Data Universal Number System (DUNS) Number: 00-697-9509

26) Notification Regarding Registration in Central Contractor Registration (CCR) Database: Haynes, Inc. is registered in the Central Contractor Registration (CCR) database.

## FINANCIAL AND BUSINESS SOLUTIONS (FABS)

<u>Labor Category</u>	<u>Fully Loaded Hourly Rate</u>	SIN	SIN
Project Manager	\$175.00	520-11	520-22
Subject Matter Expert	\$162.69	520-11	520-22
Partner/Principal	\$152.16	520-11	
Sr. Consultant Grants	\$150.00		520-22
Consultant Grants	\$125.00		520-22
Principal Consultant	\$118.40	520-11	520-22
Senior Manager	\$107.86	520-11	520-22
Sr. Analyst Grants	\$100.00		520-22
Manager	\$97.78	520-11	520-22
On-Site Supervisor	\$88.68	520-11	520-22
Senior Consultant	\$84.26	520-11	
Senior Accountant	\$70.94	520-11	520-22
Analyst	\$60.97	520-11	
Sr. Grants Specialist	\$59.72		520-22
Lead Program Specialist	\$55.44		520-22
Staff Accountant	\$54.89	520-11	520-22
Sr. Audit Specialist	\$53.27	520-11	520-22
Budget Analyst	\$51.74	520-11	520-22
Sr. Program Specialist	\$51.51		520-22
Grants Specialist	\$49.97		520-22
Junior Analyst	\$49.44	520-11	520-22
Grants Spec./Closeout	\$42.12		520-22
Program Specialist	\$41.99		520-22
Logistical Support	\$41.27	520-11	520-22
Junior Accountant	\$39.35	520-11	520-22
Junior Program Specialist	\$39.23		520-22
Jr. Grants Specialist	\$37.18		520-22
Accounting Technician	\$33.67	520-11	520-22
Administrative Assistant	\$27.44	520-11	520-22

**Period :** **9/6/2010 to 12/31/2010**

# FINANCIAL AND BUSINESS SOLUTIONS (FABS)

<u>Labor Category</u>	<u>Fully Loaded Hourly Rate</u>	SIN	SIN
Project Manager	\$178.50	520-11	520-22
Subject Matter Expert	\$165.94	520-11	520-22
Partner/Principal	\$155.20	520-11	
Sr. Consultant Grants	\$153.00		520-22
Consultant Grants	\$127.50		520-22
Principal Consultant	\$120.77	520-11	520-22
Senior Manager	\$110.02	520-11	520-22
Sr. Analyst Grants	\$102.00		520-22
Manager	\$99.74	520-11	520-22
On-Site Supervisor	\$90.45	520-11	520-22
Senior Consultant	\$85.95	520-11	
Senior Accountant	\$72.36	520-11	520-22
Analyst	\$62.19	520-11	
Sr. Grants Specialist	\$60.91		520-22
Lead Program Specialist	\$56.55		520-22
Staff Accountant	\$55.99	520-11	520-22
Sr. Audit Specialist	\$54.34	520-11	520-22
Budget Analyst	\$52.77	520-11	520-22
Sr. Program Specialist	\$52.54		520-22
Grants Specialist	\$50.97		520-22
Junior Analyst	\$50.43	520-11	520-22
Grants Spec./Closeout	\$42.96		520-22
Program Specialist	\$42.83		520-22
Logistical Support	\$42.10	520-11	520-22
Junior Accountant	\$40.14	520-11	520-22
Junior Program Specialist	\$40.01		520-22
Jr. Grants Specialist	\$37.92		520-22
Accounting Technician	\$34.34	520-11	520-22
Administrative Assistant	\$27.99	520-11	520-22

**Period : 1/1/2011 to 12/31/2011**



# FINANCIAL AND BUSINESS SOLUTIONS (FABS)

<u>Labor Category</u>	<u>Fully Loaded Hourly Rate</u>	SIN	SIN
Project Manager	\$182.07	520-11	520-22
Subject Matter Expert	\$169.26	520-11	520-22
Partner/Principal	\$158.30	520-11	
Sr. Consultant Grants	\$156.06		520-22
Consultant Grants	\$130.05		520-22
Principal Consultant	\$123.19	520-11	520-22
Senior Manager	\$112.22	520-11	520-22
Sr. Analyst Grants	\$104.04		520-22
Manager	\$101.73	520-11	520-22
On-Site Supervisor	\$92.26	520-11	520-22
Senior Consultant	\$87.67	520-11	
Senior Accountant	\$73.81	520-11	520-22
Analyst	\$63.43	520-11	
Sr. Grants Specialist	\$62.13		520-22
Lead Program Specialist	\$57.68		520-22
Staff Accountant	\$57.11	520-11	520-22
Sr. Audit Specialist	\$55.43	520-11	520-22
Budget Analyst	\$53.83	520-11	520-22
Sr. Program Specialist	\$53.59		520-22
Grants Specialist	\$51.99		520-22
Junior Analyst	\$51.44	520-11	520-22
Grants Spec./Closeout	\$43.82		520-22
Program Specialist	\$43.69		520-22
Logistical Support	\$42.94	520-11	520-22
Junior Accountant	\$40.94	520-11	520-22
Junior Program Specialist	\$40.81		520-22
Jr. Grants Specialist	\$38.68		520-22
Accounting Technician	\$35.03	520-11	520-22
Administrative Assistant	\$28.55	520-11	520-22

**Period :** 1/1/2012 to 12/31/2012

# FINANCIAL AND BUSINESS SOLUTIONS (FABS)

<u>Labor Category</u>	<u>Fully Loaded Hourly Rate</u>	SIN	SIN
Project Manager	\$185.71	520-11	520-22
Subject Matter Expert	\$172.65	520-11	520-22
Partner/Principal	\$161.47	520-11	
Sr. Consultant Grants	\$159.18		520-22
Consultant Grants	\$132.65		520-22
Principal Consultant	\$125.65	520-11	520-22
Senior Manager	\$114.46	520-11	520-22
Sr. Analyst Grants	\$106.12		520-22
Manager	\$103.76	520-11	520-22
On-Site Supervisor	\$94.11	520-11	520-22
Senior Consultant	\$89.42	520-11	
Senior Accountant	\$75.29	520-11	520-22
Analyst	\$64.70	520-11	
Sr. Grants Specialist	\$63.37		520-22
Lead Program Specialist	\$58.83		520-22
Staff Accountant	\$58.25	520-11	520-22
Sr. Audit Specialist	\$56.54	520-11	520-22
Budget Analyst	\$54.91	520-11	520-22
Sr. Program Specialist	\$54.66		520-22
Grants Specialist	\$53.03		520-22
Junior Analyst	\$52.47	520-11	520-22
Grants Spec./Closeout	\$44.70		520-22
Program Specialist	\$44.56		520-22
Logistical Support	\$43.80	520-11	520-22
Junior Accountant	\$41.76	520-11	520-22
Junior Program Specialist	\$41.63		520-22
Jr. Grants Specialist	\$39.45		520-22
Accounting Technician	\$35.73	520-11	520-22
Administrative Assistant	\$29.12	520-11	520-22

**Period : 1/1/2013 to 12/31/2013**

## FINANCIAL AND BUSINESS SOLUTIONS (FABS)

<u>Labor Category</u>	<u>Fully Loaded Hourly Rate</u>	SIN	SIN
Project Manager	\$189.42	520-11	520-22
Subject Matter Expert	\$176.10	520-11	520-22
Partner/Principal	\$164.70	520-11	
Sr. Consultant Grants	\$162.36		520-22
Consultant Grants	\$135.30		520-22
Principal Consultant	\$128.16	520-11	520-22
Senior Manager	\$116.75	520-11	520-22
Sr. Analyst Grants	\$108.24		520-22
Manager	\$105.84	520-11	520-22
On-Site Supervisor	\$95.99	520-11	520-22
Senior Consultant	\$91.21	520-11	
Senior Accountant	\$76.80	520-11	520-22
Analyst	\$65.99	520-11	
Sr. Grants Specialist	\$64.64		520-22
Lead Program Specialist	\$60.01		520-22
Staff Accountant	\$59.42	520-11	520-22
Sr. Audit Specialist	\$57.67	520-11	520-22
Budget Analyst	\$56.01	520-11	520-22
Sr. Program Specialist	\$55.75		520-22
Grants Specialist	\$54.09		520-22
Junior Analyst	\$53.52	520-11	520-22
Grants Spec./Closeout	\$45.59		520-22
Program Specialist	\$45.45		520-22
Logistical Support	\$44.68	520-11	520-22
Junior Accountant	\$42.60	520-11	520-22
Junior Program Specialist	\$42.46		520-22
Jr. Grants Specialist	\$40.24		520-22
Accounting Technician	\$36.44	520-11	520-22
Administrative Assistant	\$29.70	520-11	520-22

**Period :** 1/1/2014 to 12/31/2014

# FINANCIAL AND BUSINESS SOLUTIONS (FABS)

<u>Labor Category</u>	<u>Fully Loaded Hourly Rate</u>	SIN	SIN
Project Manager	\$193.21	520-11	520-22
Subject Matter Expert	\$179.62	520-11	520-22
Partner/Principal	\$167.99	520-11	
Sr. Consultant Grants	\$165.61		520-22
Consultant Grants	\$138.01		520-22
Principal Consultant	\$130.72	520-11	520-22
Senior Manager	\$119.09	520-11	520-22
Sr. Analyst Grants	\$110.40		520-22
Manager	\$107.96	520-11	520-22
On-Site Supervisor	\$97.91	520-11	520-22
Senior Consultant	\$93.03	520-11	
Senior Accountant	\$78.34	520-11	520-22
Analyst	\$67.31	520-11	
Sr. Grants Specialist	\$65.93		520-22
Lead Program Specialist	\$61.21		520-22
Staff Accountant	\$60.61	520-11	520-22
Sr. Audit Specialist	\$58.82	520-11	520-22
Budget Analyst	\$57.13	520-11	520-22
Sr. Program Specialist	\$56.87		520-22
Grants Specialist	\$55.17		520-22
Junior Analyst	\$54.59	520-11	520-22
Grants Spec./Closeout	\$46.50		520-22
Program Specialist	\$46.36		520-22
Logistical Support	\$45.57	520-11	520-22
Junior Accountant	\$43.45	520-11	520-22
Junior Program Specialist	\$43.31		520-22
Jr. Grants Specialist	\$41.04		520-22
Accounting Technician	\$37.17	520-11	520-22
Administrative Assistant	\$30.29	520-11	520-22

**Period : 1/1/2015 to 9/5/2015**